

**2013 FCC EEO Public File Report for Charter Communications
12548 - OPS Dakota Cnty MN**

This Report Covers September 1, 2012 through August 31, 2013

Total Number of Full-Time Vacancies Filled During This Period: 20
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 87

Please see attached the Recruitment Source List that includes recruitment source contact information.

FULL-TIME VACANCIES FILLED

State MN
FCC Unit 12548 - OPS Dakota Cnty MN

Req #	Job Title	Recruitment Source(s) Used to Fill the Vacancy	Interviewees Referred by Each Recruitment Source	Number Hired
1206110	Broadband Installer	Charter.com	2	0
		Employee Referral	2	0
		Indeed.com	1	0
		Direct Employers	0	0
1206110 Total			5	0
1301159	Broadband Installer	Simply Hired	1	0
		Direct Employers	0	0
		State Job Board-MN	1	1
		Anoka Shopper/SUN Online Classifieds	0	0
		Anoka Shopper Newspaper	0	0
		SUN Newspaper	0	0
1301159 Total			2	1
1302057	Broadband Installer	Direct Employers	0	0
		State Job Board-MN	1	0
1302057 Total			1	0
1302251	Broadband Installer	Charter.com	4	0
		Employee Referral	1	1
		Google.com	1	1
		Direct Employers	0	0
		State Job Board-MN	0	0
		University of MN Job Board	0	0
1302251 Total			6	2
1302614	Broadband Installer	Indeed.com	1	0
		Recruitmilitary.com	1	0
		Direct Employers	0	0

1302614	Broadband Installer	State Job Board-MN	0	0
		University of MN Job Board	0	0
1302614 Total			2	0
1302764	Broadband Installer	Employee Referral	2	0
		Google.com	1	0
		Direct Employers	0	0
		Internal Career Portal	1	1
		University of MN Job Board	0	0
1302764 Total			4	1
1303983	Broadband Installer	Employee Referral	1	0
		Indeed.com	5	1
		Direct Employers	0	0
		State Job Board-MN	0	0
		We're Hiring Magnet on Truck	0	0
1303983 Total			6	1
1204234	Broadband Tech I	Employee Referral	2	1
		Direct Employers	0	0
		State Job Board-MN	1	0
1204234 Total			3	1
1301317	Construction Coordinator	Direct Employers	0	0
		State Job Board-MN	0	0
		Internal Career Portal	2	0
1301317 Total			2	0
1302101	Construction Tech I	Direct Employers	0	0
		Internal Career Portal	1	1
1302101 Total			1	1
1303722	Cust Sales & Serv Cntr Rep	Indeed.com	2	0
		Direct Employers	0	0
		Internal Career Portal	1	1
1303722 Total			3	1
1301482	Direct Sales Rep	Direct Employers	0	0
		Internal Career Portal	1	1
		Ranstad Source Right	0	0
1301482 Total			1	1
1301483	Direct Sales Rep	Indeed.com	2	1
		Direct Employers	0	0
		Ranstad Source Right	0	0
1301483 Total			2	1
1302611	Direct Sales Rep	Charter Recruiter	1	0
		Employee Referral	3	1
		Direct Employers	0	0
		Ranstad Source Right	0	0
1302611 Total			4	1
1303802	Direct Sales Rep	Craigslist	1	1

1303802	Direct Sales Rep	Direct Employers	0	0
		jobs-to-careers.com	1	0
		Ranstad Source Right	0	0
1303802 Total			2	1
1205176	Field Auditor	Charter.com	1	0
		Employee Referral	1	1
		Google.com	1	1
		Indeed.com	1	0
		Direct Employers	0	0
		Internal Career Portal	2	0
1205176 Total			6	2
1203794	Major Acct Exec - Erate CB	Direct Employers	0	0
		Internal Career Portal	4	1
1203794 Total			4	1
1301484	MDU Relationship Executive	Employee Referral	2	1
		Direct Employers	0	0
1301484 Total			2	1
1304046	Mgr, Sales I -Direct Sales-SFU	Direct Employers	0	0
		Internal Career Portal	5	1
1304046 Total			5	1
1203649	QA Inspector I	Employee Referral	1	0
		Direct Employers	0	0
		Internal Career Portal	2	1
1203649 Total			3	1
1204946	Sup, Cust Sales & Service Cntr	Direct Employers	0	0
		Internal Career Portal	4	1
1204946 Total			4	1
1302786	Sup, Field Audit	Direct Employers	0	0
		Internal Career Portal	13	0
		We're Hiring Magnet on Truck	0	0
1302786 Total			13	0
1301278	Sup, Technical Ops I	Direct Employers	0	0
		Internal Career Portal	5	0
1301278 Total			5	0
1302612	System Technician I	Direct Employers	0	0
		State Job Board-MN	0	0
		Internal Career Portal	1	1
1302612 Total			1	1
Grand Total			87	20

RECRUITMENT SOURCE LIST

Name of Recruitment Source	Street Address	City, State, Zip	Contact Person	Telephone Number	Entitled to Notification?	Total Number of Referrals
Internal Career Portal	12405 Powerscourt Drive	St. Louis, MO 63131	Charter Corporate		N	42
Direct Employers Association	9002 N. Purdue Rd. Suite 100	Indianapolis, IN	Internet Posting	317-874-9000	N	0
Charter.com	www.charter.com		Internet Posting	N/A	N	7
State Job Board-MN.	www.minnesotaworks.net		Internet Posting	N/A	N	3
Indeed.com	www.indeed.com		Internet Posting	N/A	N	12
Google.com	www.google.com		Internet Posting	N/A	N	3
Employee Referral			Employee		N	15
Simply Hired	www.simplyhired.com		Internet Posting	N/A	N	1
Recruitmilitary.com	www.recruitmilitary.com		Internet Posting	N/A	N	1
jobs-to-careers.com	www.jobs-to-careers.com		Internet Posting	N/A	N	1
Craigslist	www.craigslist.com		Internet Posting	N/A	N	1
UMN Job Board	1425 University Ave. SE	St. Paul, MN	Career Services	612-624-4090	N	0
Anoka Shopper Newspaper	4095 Coon Rapids Blvd.	Coon Rapids, MN 55433	Classifieds	763-421-4444	N	0
Anoka Shopper/SUN Online Classifieds	4095 Coon Rapids Blvd.	Coon Rapids, MN 55433	Classifieds	763-421-4444	N	0
SUN Newspaper	4095 Coon Rapids Blvd.	Coon Rapids, MN 55433	Classifieds	763-421-4444	N	0
We're Hiring Magnet	16900 Cedar Ave. S.	Rosemount, MN	Local HR	507-285-6123	N	0
Charter Recruiter	16900 Cedar Ave. S.	Rosemount, MN	Local HR	N/A	N	1

*Charter is a member of the DirectEmployers Association. Though this nonprofit network, job vacancies for this unit are distributed to a wide array of recruitment sources, including, but not limited to, educational institutions state workforce agencies and job bank(s), and organizations that distributes to women, minorities, the disabled, and veterans.

* The sources marked with (*) in this report are sources that were identified by interviewees as referral sources, but that: (1) Charter did not use directly as a recruitment source; and/or (2) Interviewees were unable to identify more precisely. Many job boards and job banks pull Charter's job vacancies from its website and repost them independently via their own systems. Applicants, therefore, often learn about Charter's job vacancies from sources that Charter does not post with directly and cannot track.

Supplemental Recruitment Initiatives:

#	Name	Date	Description	
1	Charter Offices	Monthly	Supervisors and managers participated in a variety of training programs devised to assist with leadership development and policy administration skills. Offerings provided at various times during this plan year included Leadership Connect, Advanced Leadership Connect, Effective Hiring, Performance Management, and Civil Treatment for Managers	
2	Charter Offices	Monthly	Charter Communications arranged and paid for training for field technicians. Self-assessment and various training opportunities were available for Broadband and System Technicians to enable them to acquire skills that could qualify them for higher level positions	
3	RCTC Job Fair	4/24/2013	Charter participated in a job fair held at Rochester Community Technical college on 4/24/2013. Charter participated in this event in a recruitment effort to reach out within our Southern MN communities for potential candidates.	
4	Veteran's Job Fair	10/11/2012	A Veteran's Job Fair was held at the Rochester Event Center on 10/11/2012. Charter participated in this event in a recruitment effort to reach out within our Southern MN communities for potential candidates.	
5	MN School of Business Job Fair	10/29/2012	A Job Fair was held at the MN School of Business on 10/29/2012. Charter participated in this event in a recruitment effort to reach out within our Southern MN communities and within the MN School of Business for potential candidates.	